AMERICA'S ARMY:
THE STRENGTH OF THE NATION™

DEPUTY CHIEF OF STAFF G-1

UNCLASSIFIED

# SHARP Annual Unit Refresher Training (Pre- and Post-Deployment)

March 2012

SOLDIERS ★ FAMILIES ★ ARMY CIVILIANS
ARMY STRONG.℠
U.S.ARMY

2 Jun 10

# Terminal Learning Objectives

| | |
|---|---|
| Action | Demonstrate behavior consistent with the Army's Sexual Harassment and Assault Response and Prevention (SHARP) Program |
| Conditions | As Commanders, managers, Soldiers, and civilians confronted with real-life scenarios involving potential and actual sexual harassment and sexual assault |
| Standards | Upon completion of this lesson, commanders, managers, Soldiers, and civilians will be able to demonstrate behavior consistent with the Army's SHARP Program to eliminate sexual harassment and sexual assault from the Army, with 100% accuracy:<br><br>A. Define the Army's sexual harassment and sexual assault policies and prevention strategy.<br>B. Recognize potential sexual harassment behavior.<br>C. Recognize potential sexual assault behavior.<br>D. Apply techniques to safely intervene to prevent sexual harassment and sexual assault.<br>E. Identify reporting options, procedures, and the importance of reporting.<br>F. Describe the role of commanders, managers, Soldiers, and |

# Message from the Army Chief of Staff

# Sexual Harassment vs. Sexual Assault

What is the difference between sexual harassment and sexual assault?

**Sexual Harassment involves verbal, nonverbal, and physical behaviors**

**Sexual Assault involves sexual contact characterized by use of force**

# Harassment

- Harassment includes but is not limited to any offensive conduct such as slurs, jokes, or other verbal, nonverbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment.

- Workplace harassment based on race, religion, color, sex, national origin, age (40 and over), disability, genetic information, reprisal, or other impermissible basis is not acceptable in either the military or civilian ranks.

# Sexual Harassment

- Sexual harassment is a form of sex discrimination.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - Submission to or rejection of is made a term or condition of a person's job, pay, career
  - Submission to or rejection of is used as a basis for career or employment decisions
  - Conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment

# Definition of Sexual Assault

- **Sexual assault:** intentional sexual contact characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot **consent**; sexual assault can occur without regard to gender, spousal relationship, or age of victim

  - **Consent** will not be deemed or construed to mean the failure by the victim to offer physical resistance.

  - **Consent** is not given when a person uses force, threat of force or coercion, or when the victim is asleep, incapacitated, or unconscious.

AR 600-20, Paragraph 8-4

# Sexual Harassment Affects Men and Wom

- Who do you think has experienced sexual harassment in the Army? Of those surveyed in the ARI Human Relations 2009 Operational Troops Survey….
  - Male officers: 40%
  - Female officers: 60%
  - Male enlisted Soldiers: 50%
  - Female enlisted Soldiers: 70%
- FY10-06-05 Army Civilian Attitude Survey – Harassment
  - 8% of 6,639 Non-Supervisors
  - 6% of 1,302 Supervisors

8 %

# Sexual Assault is a Crime

Army sexual assault data for FY2011:

- 1,695 Reported Cases of Sexual Assault
  - 1,394 Unrestricted Reports
  - 301 Restricted Reports
- 53% of sexual assaults were "Blue on Blue"

Bottom line: Sexual assault is a crime that is endangering the Army from the inside out.

## What's the Impact?

How does sexual harassment and sexual assault affect Soldiers and civilians in their units and communities?

**It undermines the strength of our Army and fundamentally goes against the Warrior Ethos, the Army Civilian Corps Creed, and Army Values**

# Effects of Sexual Harassment/Assault

| Individual | Unit | Community |
|---|---|---|
| ❑ Isolation<br>❑ Depression<br>❑ Degrading of individual<br>❑ Difficulty with trust<br>❑ Excessive absenteeism<br>❑ Loss of career<br>❑ Post Traumatic Stress Disorder | ❑ Loss of unit cohesion<br>❑ Inability to accomplish goals/mission<br>❑ Decreased unit readiness<br>❑ Low morale<br>❑ Excessive absenteeism<br>❑ Loss of personnel | ❑ Loss of safety<br>❑ Diminishes community relations<br>❑ Instability<br>❑ Higher rates of violent crime<br>❑ Degradation to community |

Bottom line: Sexual harassment and sexual assault endanger the lives of individuals and threaten the Army's mission.

# Why Is This Important?

- If we know that sexual harassment and sexual assault are wrong, why do these behaviors continue?
- Answer: Because we as a society allow it to happen.
- As leaders, why is it important for us to stop sexual harassment and sexual assault?
- Answer: We all have a responsibility to take action to change our culture to eliminate an "enemy that lies within our ranks." (CSA General Casey, SHARP Summit 2010)

*We are all leaders, and as leaders there is no such thing as a passive bystander. Each of us is either enabling sexual harassment and sexual assault or standing up to stop it.*

# Why Prevention?

- As a society, the Army does not tolerate crime or mistreatment of its Soldiers and civilians
- Army's Standards of Conduct apply equally to all Soldiers
- Prevention
  - Attacks the issue at the earliest point
  - Makes life safer on and off post
  - Aligns with and reinforces Army Values
  - Keeps the focus on the mission
  - Enhances unit camaraderie
  - Maintains goodwill

# The Army's Strategy

Launched Sep 2008

## Phase I: Committed Army Leadership

- **Develop Baseline**
- **Start: Propensity to report: 33%**

Launched April 2009

## Phase II: Army-Wide Conviction

- **Post-Year 2 Propensity to report: 50%**
- **Post-Year 2 Assaults reduced by 15%**

Projected Launch FY12

## Phase III: Achieve Cultural Change

- **Post-Year 4 Propensity to report: 70%**
- **Post-Year 4 Assaults reduced by 25%**

Projected Launch FY13

## Phase IV: Sustainment, Refinement, and Sharing

- **Post-Year 5 Propensity to report: 90%**
- **Post-Year 5 Assaults reduced by 50%**

**Exit Criteria**

Aggressive Senior Leader Condemnation

Ownership of Sexual Assault Prevention

DOD's Retention Leader

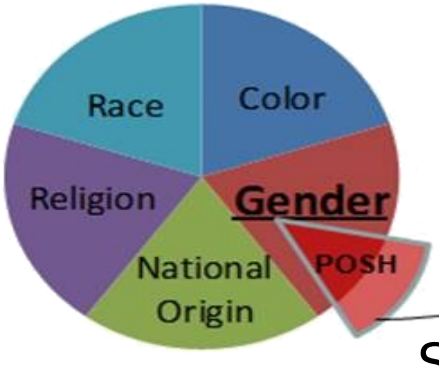
Blueprint for the Nation

# SAPR + POSH = SHARP

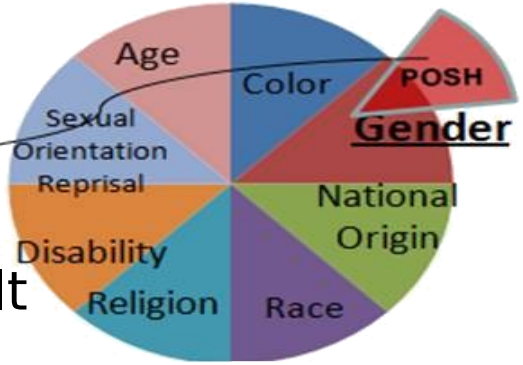
Sexual Assault Prevention & Response (SAPR)

SHARP

Military POSH*




Civilian POSH**




Sexual Harassment/Assault Response and Prevention

* Prevention and response

** Prevention only

# SHARP Personnel

**BRIGADE LEVEL or HIGHER**

**SARC/SHARP Specialist**

**Full-Time**

**SFC or Higher, MAJ/CW3 or Higher,**
**GS-11 or Higher**

**BRIGADE and ABOVE**

**VA/SHARP Specialist:**

Full-Time Duty

SFC or Higher, MAJ/CW3 or Higher,
GS-9or Higher

**BATTALION and BELOW**

**VA/SHARP Specialist:**

Collateral Duty

SSG or Higher, 1LT/CW2 or Higher, GS-9 or Higher

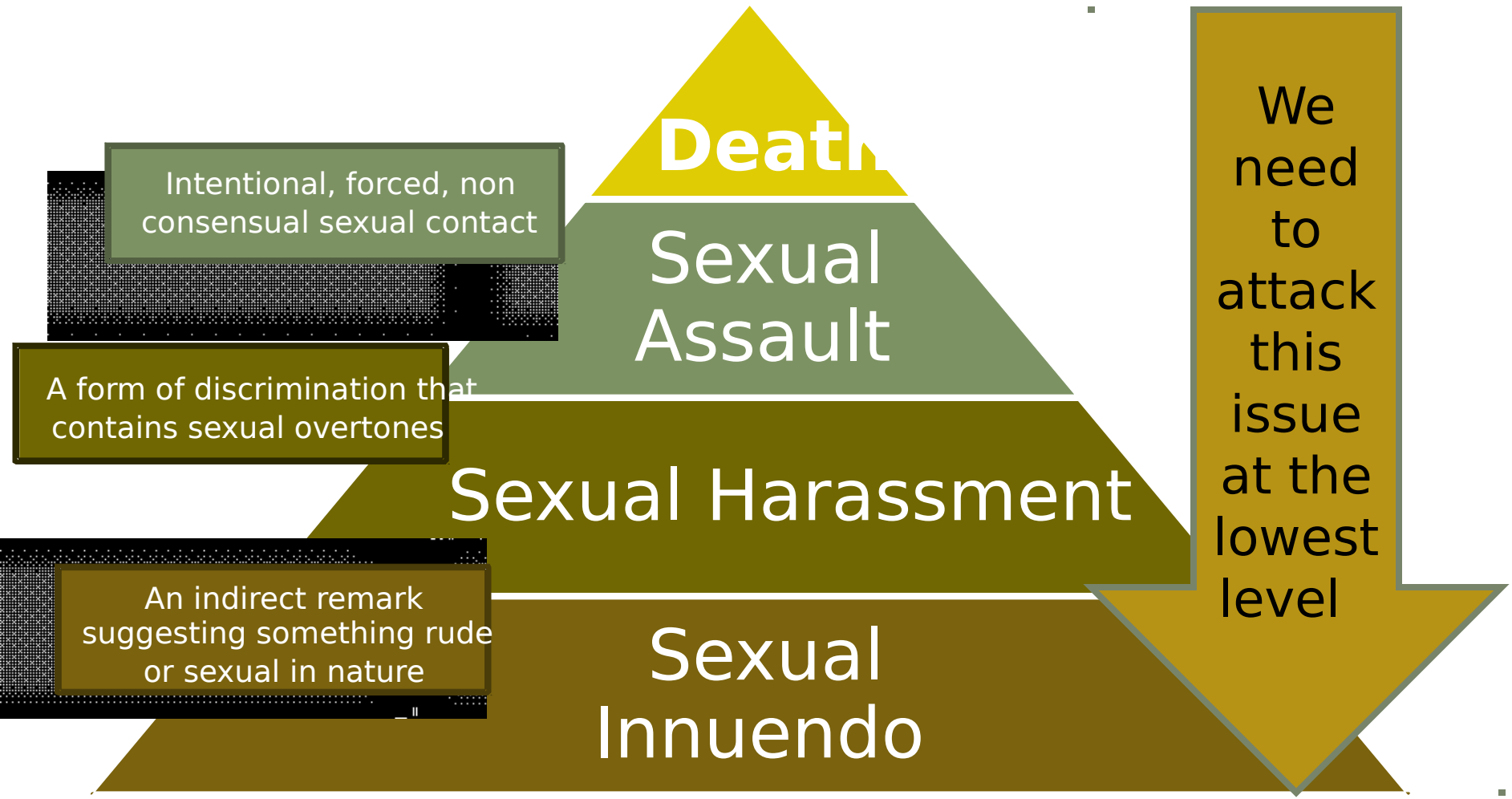
# Your Role is Critical

- To defeat sexual harassment and sexual assault, it's up to Soldiers and civilians to take a stand. The Army needs you to:
  - Treat all Soldiers and civilians with dignity and respect
  - Recognize that the Army's SHARP policies apply without regard to a person's rank, age, gender and sexual orientation neutral. A person's sexual orientation is a personal and private matter
  - Take ownership for eliminating the "enemy within our ranks"
  - Intervene to prevent sexual harassment and sexual assault
  - Encourage Soldiers and civilians to report incidents
  - Make the Army the DoD leader and "blueprint for the nation"

# How Does it All Start?

Approximately 1/3 of all reported sexual assaults within the Army are preceded by sexual harassment.

# Foundations of Sexual Violence


Death
Sexual Assault
Sexual Harassment
Sexual Innuendo
Intentional, forced, non consensual sexual contact
A form of discrimination that contains sexual overtones
An indirect remark suggesting something rude or sexual in nature
We need to attack this issue at the lowest level

# Intervention…The Army is Changing its Approach

| | Old Approach | New Approach |
|---|---|---|
| Goal: | Eliminate crime | Cultural change: I. AM. Strong |
| Focus: | Risk avoidance | Prevention |
| Target: | Potential victim | Potential offender |
| Primary Responsibility: | Victim | Bystander |
| Sexual Harassment and Sexual Assault: | Two separate issues | Two related issues |
| Approach: | Avoid becoming the target | Intervene to stop potential sexual harassment and sexual assault |
| Key Message: | Protect yourself | Every Soldier and civilian has a duty to intervene to prevent sexual harassment/assault |

# Intervention is the Cornerstone…

- It is the Army's approach for eliminating sexual harassment and sexual assault
- It stops sexual harassment and sexual assault before they happen
- It uses each person's behavior to influence others
- It changes the rules of acceptable behavior

- Shortly, a training video will be shown which depicts how sexual harassment or sexual assault can occur in daily-life settings.
- The video contains adult language and content that viewers could find offensive.
- Civilian employees are not required to attend this portion of the training.
- There will be breaks both before and after the portion of training dealing with this video.

# SHARP Program

**Sexual Harassment / Assault Response & Prevention**

# BREAK

I. A.M. STRONG
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION (SHARP) PROGRAM
AMATEUR NIGHT
A short film on sexual harassment prevention in the Army
For more information visit:
www.preventsexualassault.army.mil
PLAY MOVIE

# SHARP Program

Sexual Harassment / Assault Response & Prevention

## BREAK

# Why Don't We Intervene?

- Fear
- Inability to accurately identify potential sexual harassment/assault behavior
- Peer pressure
- Impact of hierarchy or chain of command
- Conflict avoidance
- Perception of social norms, peers' attitudes, and standards of behavior

# Why Should You Intervene?

- It is your responsibility as a Soldier or civilian
- Intervening supports Army Values, the Warrior Ethos and the Army Civilian Corps Creed
- To prevent a criminal act
- To protect your battle buddies
- Safety of all civilians and Soldiers
- To maintain unit readiness and cohesion
- To enable mission accomplishment
- It is the right thing to do!

# Leaders Must INTERVENE

- No "passive bystander"
- When you see the warning signs of sexual violence, you are either a:

| **FOLLOWER** | or | **LEADER** |
|---|---|---|
| Support | or | Deter |
| Encourage | or | Discourage |
| Enable | or | Condemn |
| Stay Silent | or | Speak Up |
| Ignore | or | Intervene |

- Soldiers and civilians must be Leaders and Intervene, Act, and Motivate!

# Intervention Process

Notice the event along a continuum of behaviors

Interpret it as a problem

Feel responsible for solving it

Choose how to intervene

Build the culture to eliminate it

# Army Policy on Sexual Harassment

- Sexual harassment is unacceptable and will not be tolerated.
- Sexual harassment destroys teamwork and negatively affects combat readiness.
- Army leadership at all levels will be committed to creating an environment conducive to maximum productivity and respect for human dignity.
- The success of the mission can be achieved only in an environment free of sexual harassment for all personnel.
- The Army's SHARP policies apply without regard to a person's rank, age, gender, and are sexual orientation neutral. A person's sexual orientation is a personal and private matter.

# Types of Sexual Harassment

- **Quid Pro Quo/Sexual Coercion:** ("This for That") Conditions placed on an individual's career in return for sexual favors

- **Hostile Environment:** Subjected to offensive, unwanted and unsolicited comments, or behaviors of a sexual nature. If these behaviors unreasonably interfere with an individual's performance then the environment is classified as hostile
  - Crude/Offensive behavior
  - Unwanted sexual attention

**Desensitization doesn't make it right!**

# Sexual Harassment Behaviors

- **Verbal**
  - Jokes, sexually explicit profanity, describing physical appearance, terms of endearment
- **Nonverbal**
  - Staring, licking lips suggestively
  - Displaying sexually explicit pictures or screen savers
  - Sexually oriented e-mail, notes, printed material, etc.
- **Physical**
  - Cornering or blocking an individual
  - Rubbing against someone or causing someone to brush against them in order to pass by

# Civilian Sexual Harassment

- Sexual harassment is a violation of Title VII of the Civil Rights Act. Complaints are processed IAW AR 690-600 and 29 CFR Part 1614.
- A civilian may name a management official in his/her complaint, but the complaint is filed against the Secretary of the Army.
- A civilian must contact the EEO Office within 45 days of the harassment to initiate a complaint of discrimination. If the harassment is ongoing, the most recent instance must have occurred within 45 days of contact with the EEO Office.

# Civilian Sexual Harassment Con't

- Any civilian employee under the direct supervision of a commanding officer or officer in charge of a military unit, vessel, facility, or area of the Army may use an alternate procedure for addressing allegations of sexual harassment.
  - Title 10 U.S. Code Section 1561 is a civilian option for addressing sexual harassment concerns involving military commanders.
  - It is separate from the Army's EEO complaint procedure.
  - Generally, both (EEO and U.S. Code Section 1561) procedures can be conducted simultaneously.

# Civilian and Military Distinctions

## Civilian

- On duty
- Right to sue through the administrative process provided in 29 CFR Part 1614
- Management responsible for confronting offenders once it knows or should know of the harassment
- Complaints must be managed by Equal Employment Opportunity (EEO) personnel
- Must contact EEO Office within 45 days of the harassment

## Military

- 24/7 on and off duty
- No right to sue
- Victims encouraged to confront offenders
- Complaints managed by SHARP personnel

# Sexual Harassment Indicators

- Is the behavior sexual in nature?
- Is the behavior unwelcome?
- Have sexual favors been demanded, requested, or suggested?
- Does the behavior create a hostile or offensive environment?
- Would a reasonable person react the same way to this incident or behavior?

# Legal Ramifications (Military)

- Sexual Harassment is punishable under UCMJ
  - Article 15 (Non-judicial Punishment)
  - Courts-Martial
  - Physical contact such as groping and fondling constitutes sexual assault and is punishable under UCMJ, and other Federal and local civilian laws
- Administrative Actions:
  - Counseling
  - Additional training
  - Denial of privileges
  - Rehabilitative transfer
  - Letter of reprimand
  - Bar to reenlistment
  - Separation/Discharge

# Legal Ramifications (Civilian)

- Department of the Army is held vicariously liable when sexual harassment is found. Liability could include:
  - Compensatory damages/attorney fees are paid from Unit Operational Funds
  - Management may decide to reassign the alleged civilian perpetrator and take disciplinary action against a civilian employee found to have engaged in harassment
  - Same actions apply to Soldier perpetrator as previous slide

# Response Mode

- Soldiers and civilians have a responsibility to protect individuals from sexual harassment. Civilians have a responsibility to inform their supervisor and/or supervisory chain. Soldiers can take action using the following techniques:
  - Direct approach
  - Indirect approach
  - Third party assistance
  - Chain of command
  - File a complaint:
    - Informal complaint
    - Formal complaint
- All complaints of harassment and discrimination based on sexual orientation will be referred to the commander or Inspector General (IG) Office.

# Discussion - 1

Leslie Davis, a civilian, works in the “cube farm” environment of the in-processing center. One day, SSG Bill Evans stopped by SGT Mark Fields’ cubicle and they began a sexually explicit exchange about Leslie. Leslie Davis did not hear any of it, but another employee (SPC Weaver), sitting unseen in the adjacent cubicle, heard the comments.

**Does this constitute sexual harassment?**

Yes! Offensive, unwanted, and unsolicited comments or behaviors of a sexual nature can constitute a hostile environment. It does not matter that SPC Weaver was not the object of the comments, nor that they did not intend for SPC Weaver to hear.

# Discussion - 2

Mr. Williams is a civilian who services IT equipment at an Forward Operating Base in Iraq. CPT Switzer is the commander for B Company, in the Signal Battalion. One evening after working out together, CPT Switzer says “let’s go to my hooch and talk.” When they get there, CPT Switzer takes off her uniform and walks around in her bra and panties. Mr. Williams says that he needs to go back to his office to do some work. CPT Switzer says, “What happens here stays here,” and continues to walk towards Mr. Williams. Mr. Williams insists that he has to get back to the office. The next

**Does this constitute sexual harassment?**

Yes! Mr. Williams indicated by his comments and his behavior the next day that CPT Switzer’s behavior was unwelcome and unwanted.

PFC Doe reported a sexual harassment incident he experienced to his platoon leader. The 2LT said, “Well, I’ve never heard any such complaint about SGT Jones before. I don’t think he meant any harm so, I’m going to let it

Evaluate the Officer’s response.

An Army leader is obligated to handle complaints far more actively than simply deciding not to bother with them.

# Discussion - 4

Carla Stephens is the 17-year-old daughter of SFC Olsen from Ft Bragg, NC. While at the Post Exchange one summer day, Carla and her friend, Brittney, decide to have lunch. When Brittney bends down to pick up some change she dropped, PFC Allen, comments on the tattoo on her lower back. Just then, SPC King walks by and points to Carla and says “I’d like to put some ink on that!” Carla looks offended and says, “What do you mean by that?” SPC King responds, “Aw girl, you know what I mean; don’t be playing like you’re all innocent.” When she asks him what unit he’s from, he ignores her

**Does this constitute sexual harassment?**

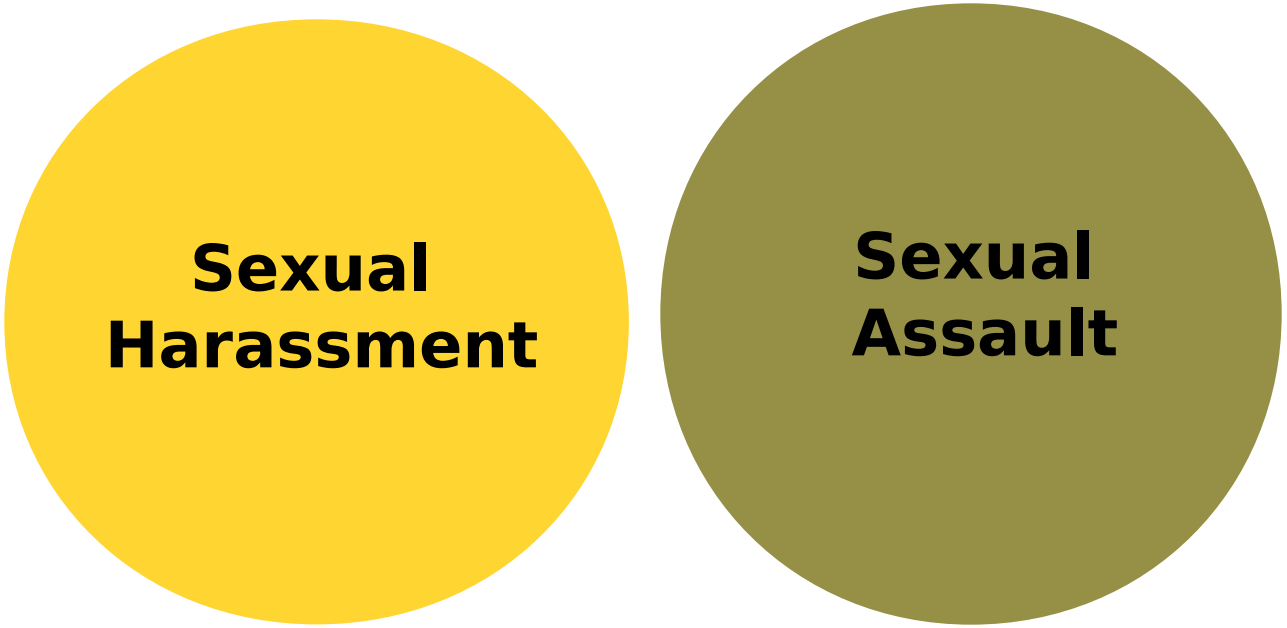
Yes! SPC King’s suggestive comments are clearly unwelcome, unwanted and sexual in nature. The Army’s policy on sexual harassment covers Family members. Soldiers are on duty 24/7

## Learning Check

- What are the two types of sexual harassment?
- What are the three categories of sexual harassment behaviors?
- What are the five response techniques for sexual harassment?

# Sexual Harassment vs. Sexual Assault

When does sexual harassment cross the line into sexual assault?




**When it becomes physical! Unwanted, inappropriate physical contact such as groping or fondling constitutes sexual assault and is a crime.**

# Army Policy on Sexual Assault

- Sexual assault is a criminal offense.
- It degrades mission readiness.
- Soldiers and civilians who are aware of a sexual assault incident should report it immediately (within 24 hours).
- Sexual assault is incompatible with Army Values and is punishable under the UCMJ and other federal and local civilian laws.
- The Army's SHARP policies apply without regard to a person's rank, age, gender and sexual orientation neutral. A person's sexual orientation is a personal and private matter.
- All victims of sexual assault will be treated with dignity, fairness, and respect.

**Applies 24/7 On and Off Post**

# Chargeable Offenses

- UCMJ Article 120 chargeable offenses include, but not limited to:
  - Rape
  - Sexual Assault
    - Aggravated sexual contact
    - Abusive sexual contact
- UCMJ Article 125 include forcible sodomy
- Article 80 covers “attempts” to conduct these acts.
- Civilian sexual assault offenses are determined by civilian law.

# Legal Ramifications

- Sexual assault is punishable under UCMJ, and other Federal and local civilian laws.
- Depending upon the offense and the circumstances of the offense, maximum punishments include:
  - Death (if assault results in homicide)
  - Confinement for life with or without eligibility for parole
  - Confinement for a period of years (for example, 5 years)
  - Reduction in rank to E-1
  - Total forfeitures of all pay and allowances
  - Dishonorable discharge, bad conduct discharge, or dismissal
- Civilian sexual assault is punishable under applicable Federal and civilian laws.

# Warning Signs

- Be alert for any of these behaviors and prepare to intervene:
  - Sexually charged comments and gestures
  - Disrespectful behavior
  - Treating people like things or objects
  - Encouraging someone to drink too much
  - Inappropriate touching or intimacy
  - Targeting someone who is vulnerable
  - Attempting to isolate someone
  - Using alcohol or drugs to increase vulnerability

# Intervention Techniques

- Confront the inappropriate behavior.
- Involve others to help you remove the potential victim from the situation.
- Create a distraction to separate the potential victim from the potential offender.
- Inform commander or manager of the potential incident and intervention actions taken.
- Civilian employees should contact a supervisor, security guard, or call 911 if they encounter a situation where intervention could result in immediate physical harm to them.

# Restricted Reporting

- Allows a Soldiers and his/her adult family members to disclose the details of his/her sexual assault to specifically identified individuals and receive medical treatment and counseling, <u>without initiating an official investigation</u>

- Report confidentially to:
  - Sexual Assault Response Coordinator (SARC)/SHARP Specialist (Brigade and higher)
  - Victim Advocate (VA)/SHARP Specialist (Battalion and below)
  - Healthcare Personnel

* Note: Communication with Chaplains is confidential, but it does not constitute a restricted report

# Restricted Report Eligibility

Eligible:

- Military personnel of the Armed Forces and the Coast Guard, which includes members on active duty and members of the Reserve component
  - Reserve and National Guard who are sexually assaulted when performing federal duty (active duty training or inactive duty training and members of the National Guard in Federal (Title 10) status)
- Military Family members 18 years of age or older who are victims of sexual assault perpetrated by someone other than spouse or intimate partner

# Unrestricted Reporting

- Allows victim who desires medical treatment, counseling, and an official investigation of the allegation to use current reporting channels (for example, the chain of command or law enforcement) or to report the incident to the SARC/SHARP or VA/SHARP Specialist
  - **NOTE:** Filing an unrestricted report will initiate an official investigation.
  - Details of the incident are limited to personnel with a legitimate need to know.
- **IAW DoDD 6495.01,** DOD civilian employees and their family members 18 years or older when stationed OCONUS and U.S. citizen contractor personnel when authorized to accompany Armed Forces in a contingency operation OCONUS are authorized emergency care and limited sexual assault prevention and response services.

# Restricted vs. Unrestricted Reporting

## Restricted Reporting

- Victim receives medical treatment and counseling
- No investigation conducted
- Does not hold offenders accountable
- Must report to SARC/VA SHARP Specialist, or Healthcare Personnel
- Applies to Soldiers and his/her adult Family members
- Legal assistance

## Unrestricted Reporting

- Victim receives medical treatment and counseling
- Official investigation conducted
- Holds offenders accountable
- Victims can report to variety of resources: chain of command, law enforcement, SARC/VA/SHARP Specialist, etc.
- Applies to Soldiers and his/her adult Family members
- Legal assistance

**NOTE:** DOD civilians and their adult Family members when stationed OCONUS and U.S. citizen contractor personnel when authorized to accompany Armed Forces in a contingency operation OCONUS are eligible for treatment in the military healthcare systems will be authorized limited sexual assault prevention and response services.

## Unrestricted Reporting - Available Resources

- SARC/VA/SHARP Specialist, or Healthcare Personnel
- Chain of Command
- Military Police
- Army Community Services (ACS)
- Criminal Investigation Command (CID)
- Local and State Police
- Staff Judge Advocate (SJA)
- 911
- Army OneSource (AOS)
- DOD SAFE Helpline: 1-877-995-5247

# Commander/Manager Responsibilities

- Lead by example.
- Establish a command climate of prevention.
- Post written SHARP policy statements and victim services information.
- Ensure Soldiers receive annual and pre/post deployment SHARP training.
- Ensure unit SHARP personnel are appointed, trained, and certified.
- Conduct periodic assessments of the command's SHARP Program.
- Process request for expedited transfer/reassignment
  - Victim must submit written request to the commander
  - Commander must recommend approval or disapproval within 72 hours of submission of the request
  - Request may be disapproved ONLY by the first General Officer (GO) in the victim's chain of command (or designated GO/SES): decision must be made within 72 hours.

# Individual Responsibilities to Victims

- Listen to the victim and take the allegations seriously.
- Make no judgments about the victim or the alleged perpetrator.
- Encourage the victim to report the crime.
- Support the victim and show respect.

# What are the Possible Effects of Not Report

- The offender may repeat behavior
- Reduction in victim and community safety
- Impedes ability of authorities to conduct an investigation
- Inability to provide medical care and counseling
- Improper care provided to the victim
- Inability to discipline offenders
- Degradation of unit morale and readiness
- No option for military protection order

Note: If reported, commander should consider the

## Learning Check

- What is sexual assault?
- What are the possible effects of not reporting sexual assault?
- What is the difference between a restricted and unrestricted report?

# Sexual Assault - The Stakes are High

Sexual assault affects individuals, units and the larger community. The stakes are high, so prevention is critical.

- Shortly, a training video will be shown which depicts how sexual harassment or sexual assault can occur in daily-life settings.
- The video contains adult content, language, and situations that may make viewers feel uncomfortable.
- Civilian employees are not required to attend this portion of the training.
- There will be breaks both before and after the portion of training dealing with this video.

# SHARP Program

Sexual Harassment / Assault Response & Prevention

# BREAK

I. A.M. STRONG
INTERVENE ACT MOTIVATE
U.S.ARMY
SEXUAL HARASSMENT/ ASSAULT RESPONSE & PREVENTION (SHARP) PROGRAM
SOLDIER TRAINING VIDEO
For more information visit:
www.preventsexualassault.army.mil
PLAY VIDEO

# Video Discussion

- Is SPC Campbell completely at fault for raping SPC Jones or is the fault shared?
- What were some red flags in this video?
- How does the platoon environment contribute toward sexual assault?
- What is the effect of sexual assault on your buddy? Your unit?
- Does Lopez's chain of command do the right thing? What could they do better?

# Video Discussion

- How did the characters intervene to prevent Anderson from sexually assaulting Miller?
- What if the woman SPC Anderson was hitting on was a civilian and not a fellow Soldier? Does anything change?
- What is the role of alcohol in sexual assaults?
- How can sexual assaults be prevented?

# SHARP Program

**Sexual Harassment / Assault Response & Prevention**

# BREAK

# Your Role in Prevention

- Strongly condemn sexual harassment/assault.
- Take ownership for eliminating sexual harassment and sexual assault in the Army.
- Recognize the risk factors when you see them.
- Intervene to prevent sexual harassment/assault.
- Encourage Soldiers and civilians to report incidents.
- Help the Army become the DOD leader and "Blueprint for the Nation."

# Review: Learning Objectives

- In this lesson you learned how to:
  - Define the Army's sexual harassment and sexual assault policies and prevention strategy.
  - Recognize potential sexual harassment behavior.
  - Recognize potential sexual assault behavior .
  - Apply techniques to safely intervene to prevent sexual harassment and sexual assault from taking place.
  - Identify reporting options, procedures, and the importance of reporting.
  - Describe the role of commanders, managers, Soldiers, and civilians in preventing sexual violence.